"A STUDY OF JOB SATISFACTION OF TEACHERS WORKING IN THE ARTS, COMMERCE, AND SCIENCE SENIOR COLLEGES AFFILIATED TO SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED WITH SPECIAL REFERENCE TO LATUR DISTRICT"

SYNOPSIS

For the Registration of

Doctor of Philosophy

In

Commerce

Submitted to

SWAMI RAMANAND TEERTH MARTHWADA UNIVERSITY, NANDED

By

Smt. Bagwan Samreen Nizam

(M.com., NET, SET)

Under the guidance of

Dr. P. S. Trimukhe(Kawale)

(M.com. M.A.(Eco), SET, NET(JRF), M.Phil, Ph.D)

Assistant Professor

Rajarshi Shahu Mahavidyalaya(Autonomous), Latur

“A STUDY OF JOB SATISFACTION OF TEACHERS WORKING IN THE ARTS, COMMERCE, AND SCIENCE SENIOR COLLEGES AFFILIATED TO SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED WITH SPECIAL REFERENCE TO LATUR DISTRICT”

INTRODUCTION:

There are many factors which plays an important role in the success of educational institutions like teachers, money, other resources etc. but from them “teacher” are the most important factors for success rate of educational institutions. So, it is essential for every management to effectively utilize their teachers. In an educational institution every teacher is assigned certain set of tasks to perform where he or she is working and these set of tasks is known as his or her job in an educational institution. As teachers are very important in any educational institution it is vital to track on their performance, attitude and feelings. Every management believes that “Satisfied teachers can bring their institution success” So it is very important for every management to identify whether their employees are really satisfied or not? And Job Satisfaction survey is a tool to check whether a person is happy with his job or not. It is important for every institution to know job satisfaction level of their employees because success of their institutions is dependent to a great extent upon the satisfied employees of the institution. Satisfaction refers to individual element of one’s job, like as salary, growth prospects, physical environment, working hours, so on and so forth.

The teachers play the most vital and essential role in the development of the whole educational system. There are many qualities, duties and responsibilities for teachers to society development. Because without students or man or teachers there

was no exists any society. In the other sense educational development means society development also. Teachers have to teach effectively and motivate their students on the field of education. In the words of Mathur(2002), “No system of education, no syllabus, methodology, no text books can rise above the level of its teachers. If a country wants to have quality education, it must have quality teachers”. Due to the help of the quality of a teacher, they were keep proper balance in educational process and their mind and life also. Without the balance they can’t get any kind of pleasure or satisfaction in job. It is ensuring with getting satisfaction teaching process and educational process runs smoothly also effectively.

Role of teachers in the society and in the education can change, but the importance of their position remains same. To attract and retain the quality teachers is a great challenge to the educational institutions. In education, the essential quality of the teachers is to have a positive approach. Every teachers must have the potential and clear intention to discharge their duty with utmost devotion to derive satisfaction from their work. Job satisfaction is the combination of emotional and psychological experience at any work. Job Satisfaction is the relationship between what everyone expects in accordance to what everyone achieves. Any work cannot be effectively done without satisfaction. College teachers are important in building citizens of the nation. So, job satisfaction is an important concept that is not only related to an individual but it is relevant for the society as well. Job satisfaction is one factor that will ensure class performance and productivity of institutions. The teachers would get interested to teach their students effectively when they are satisfied with their jobs. Teachers would perform to maximum capacity, only if they are satisfied with their jobs. So, job

Satisfaction is an important phenomenon in every sector especially in the teaching profession.

Job satisfaction is nothing but an extent to which an employee feels self-motivated in an organization. Job satisfaction happens when an employee feels he or she is having job stability. Career growth and comfortable work life balance.

STATEMENT OF PROBLEM:

Involvement and commitment of teachers is purely dependent upon morale, motivation and job satisfaction. In all organizations including colleges, motivation and job satisfaction play an important role. In educational institutions, teachers are the key players who ensure achievement of goals and objectives of the organizational and they are key people who ensure achievement of goals and objectives of the organization and they are key people who mould the students to excel in their career. A survey was conducted on teacher's job satisfaction in 12 countries about the low job satisfaction of the teachers. It has been identified that absenteeism, irregularity and the shortage of commitment are all effects of low job satisfaction (Bennell & Akyeampong, 2007). Teacher's job satisfaction is not only important for the teachers but also important to the students. Teachers retention, commitment can be predicted by job satisfaction (Shann 2001). This shows that job satisfaction is important for college teachers.

REVIEW OF LITERATURE:

The study of **Taylor (1911),** is based on the assumption that if reward were directly related to the performance of a carefully planned task, then the employees

would be motivated and satisfied to perform well. The work of Taylor was the earliest recognized work in the field of job satisfaction.

Bidwel and Charles (1956), have studied on job satisfaction and school management. He concluded through his research that the effective education is necessary to develop good image of the school and perfect management increases the teacher's Job satisfaction.

Herzberg et al (1957), after an extensive review of job satisfaction literature, concluded that the association is best described by a U- shaped function. Initially satisfaction is high, then decreases, and after hitting a low point, increases again with age.

SIGNIFICANCE OF THE STUDY:

Job satisfaction is the composite feeling of an employee towards different facts of job. It is the result of employees perception of how well their job provides those things which are viewed as important. In this context, this study provides knowledge about job satisfaction and its importance. The present study analyses the level of job satisfaction of teachers in various affiliated colleges of Swami Ramanand Teerth Marthwada University, Nanded in Latur District. It will give an idea regarding the level of job satisfaction and performance of the teachers. It will help the college administrators to review existing motivational policies and practices with a hope that they can enhance work performance and job satisfaction among teachers. This will be the basis to plan programs for teacher development that will lead to the teacher's professional growth. It will also help them to identify specific demographic characteristics of the teachers which could influence work

performance and job satisfaction of teachers. This study may helps the institutions to undertake the steps to improve the Job Satisfaction and Teachers retention rate.

OBJECTIVES OF THE STUDY:

Following are the main objectives of the study:

1. To study the job satisfaction level of teachers working in arts, commerce, and science affiliated college of SRTMU, Nanded in Latur District.
2. To understand the role of colleges and university in Job Satisfaction of teachers.
3. To study the motivational factors affecting on Job Satisfaction of teachers.
4. To through light on effect of work culture on Job satisfaction of teachers.
5. To study the effects of Workshop, Seminars, and Conferences on Job Satisfaction of teachers.
6. To probe into the problems of teachers.
7. To give suggestions to overcome the problems of teachers.
8. To cover any incidental or collateral issue with the above objectives.

CONTRIBUTION OF THE STUDY:

The study will contribute to understand the Job Satisfaction and factors affecting Job Satisfaction. It will help to understand the role of colleges and

university in improving teachers Job Satisfaction. The conclusion given will help in finding out teachers Job Satisfaction in affiliated colleges. Suggestions given will be important to university and affiliated colleges to implement quality measures for teachers Job Satisfaction. It will useful to researchers and readers to understand components of teachers Job Satisfaction. It will also useful to SRTMU, Nanded, Other universities and to the government while framing various policies and schemes for the teachers.

METHODOLOGY OF THE STUDY:

For the purpose of analysis of teachers Job Satisfaction in affiliated colleges, both primary and secondary data will be used in study.

1. Primary Data.

Primary data will be collected from teachers of affiliated colleges. Data will be collected through observations, questionnaires, interviews and personal meetings with the respondents

2. Secondary Data.

Secondary data will be collected from the textbooks, journals, newspapers and various government websites like www.hrdc.org, www.ugc.ac.in to know various government scheme, policies, and program related to development of teachers.

3. Statistical tools to be used.

The data will be analyzed with the help of various statistical tools like mean, percentage, ratio-analysis, correlation, ANOVA, Chi-square test etc. Use of charts tables, graphs etc. Hypothesis will be tested by Hypothesis testing tools. For determining the satisfaction Human Satisfaction Index will be used.

SCOPE OF THE STUDY:

The scope of study includes the following aspects:

1. Geographical

This study covers Arts, Commerce and Science colleges affiliated to SRTMU,Nanded in Latur District only.

2. Operational

This study covers Arts, Commerce and Science colleges affiliated to SRTMU, Nanded in Latur District only and motivational factors which affect on Job Satisfaction of teachers.

HYPOTHESIS OF THE STUDY:

1. Job Satisfaction of teachers is positively associated with monetary benefits.

2. Job Satisfaction depends on the quality of the students.

3. Job Satisfaction of teachers depends upon job security and permanance of their Job

4. Teachers working in urban area are more satisfied than teachers working in rural area.

LIMITATIONS OF THE STUDY:

1. This study covers Arts, Commerce and Science colleges affiliated to SRTMU,Nanded in Latur District only.
2. The Conclusions drawn from this study need not necessarily applicable to affiliated colleges of other universities.
3. This study includes secondary data as per its necessity but more emphasis is given to primary data.

CHAPTER SCHEME:

1. Introduction
2. Research Methodology of the study
3. Review of literature and profile of Latur District.
4. Analysis and Interpretation of data

5. Motivational factors on Job Satisfaction of Teachers.

6. Problems in Job Satisfaction of Teachers.

7. Summary of Findings, Conclusions and Recommendations'.

REFERENCES:

1. L.M.Prasad – Human Resource management, Sultan Chand & Sons, New Delhi.

2. Anjali Ghanekar - Human Resource Management

3. www.mbaskool.com

4. www.scischolars.com

5. www.ijpam.eu

6. www.researchgate.com

7. www.iosrjournals.org

Smt. S. N. Bagwan — **Research Fellow**

Dr. P. S. Trimukhe(Kawale) — **Research Guide**